

# Student Success Council

## Meeting Notes

<b>NAME OF COUNCIL/TEAM:</b> Student Success Council			
<b>OBJECTIVE OF MEETING:</b> Meet with accreditation team, discuss equitable decision-making tool, follow up discussion about retaining employees who reflect disproportionately impacted student groups			
<b>DATE:</b> 10/06/2020 <b>TIME:</b> 1:00pm	<b>LOCATION/ROOM #:</b> Zoom <b>CALL-IN NUMBER:</b> <a href="https://cccconfer.zoom.us/j/99467251793">https://cccconfer.zoom.us/j/99467251793</a> <b>CALL-IN CODE:</b>		
<b>FACILITATOR(S):</b> Frank Kobayashi, Sarah Lehmann			
<b>TIMEKEEPER:</b>			
<b>ASSISTANT:</b> Beth Madigan			
<b>MEMBERS PRESENT:</b> Sharon Gott, Carina Hoffpauir, Adam Karp, Frank Kobayashi, Sarah Lehmann, Afsaneh Aflaki, Vicki Alonso, Susan Andre, Eliza Arata, Nisha Beckhorn, Pamela Chao, Ramses Galvez, Jennifer Laflam, Beth Madigan, Jeff Stephenson,			
<b>SUPPORTING RESOURCES (ITEMS READ IN PREPARATION FOR AND/OR BROUGHT TO MEETING):</b>			
<b>UPDATES AND BRIEF REPORTS:</b>			
Topic	Person(s) Responsible	Notes	
Check in	Frank Kobayashi	All members checked in.	
<b>ACTION ITEMS:</b>			
Question	Person(s) Responsible	Notes and Decision(s)	Next Steps
		0	
<b>DISCUSSION ITEMS:</b>			
Question	Person(s) Responsible	Notes and Next Steps	
Report back from PES about employee retention, and follow up discussion. Last SSC meeting, we discussed the need for retention strategies for employees who reflect disproportionately impacted student populations. Jeff and Frank offered to bring up this topic at PES, and we agreed to hear an update at the next Student Success Council meeting. After hearing the update, what are the next steps the Council would like to take?	Frank Kobayashi & Jeff Stephenson	Employee retention was discussed at the President's Executive Staff (PES) meeting. Three surveys are in process: Campus Climate Survey is being tabulated; Baseline Survey is a District-wide survey; and an Exit Survey. A Student Survey is awaiting results and a District-wide Climate Survey is proposed. Discussion about collecting surveys from other colleges that are part of a district, leading with an equity lens and employee retention and recruitment as a reflection of how well ARC is mentoring and providing professional development. Next Steps: Chair and Co-Chair will consider creating a Project Team for this project, and will add to a future agenda.	
What ideas does the Council have regarding the opportunities and obstacles associated with an institution-wide adoption of the ARC Equitable Decision-making Tool?	Frank Kobayashi	This topic received much discussion including suggestions around the following: implementation; needing disproportionate impact data; creating or applying policies; definition of "major decision"; developing a rubric or grid; defining evidence of use; reliance on practitioners' literacy; revisiting the REDESIGN to realign communication facet; address principles vs practicality such as external funding source requirements versus internal interests; and how to incorporate this Tool into current framework and system. Next Steps: practice with the Tool in decision-making.	
Accreditation - discussion with Council and Standard II Team (BAT). Go item by item, discuss potential evidence, etc.	Frank Kobayashi & Sarah Lehmann	Standard II is the purview of the Student Success Council. Guests included other members of the Accreditation Team to provide updates. A total of 27 items were reviewed and questions were answered to keep the Team moving forward to meet the next deadline of October 23. Next Steps: a check in process will be ongoing.	

**ITEMS FOR FUTURE CONSIDERATION:**

<b>Topic</b>	<b>Contact Person</b>

2026 - American River College Shared Governance